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 SALARY GUIDE FOR CUSTODIANS Institute of Management and Labor Relations

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1973-1974

MAY 30 1974

BUILDING CUSTODIANS:RUTGERS UNIVERSITY

<u>Step #</u>	<u>Salary</u>	<u>Step #</u>	<u>Salary</u>
0.....	\$ 6300	5.....	\$ 8200
1.....	6700	6.....	8500
2.....	7000	7.....	8700
3.....	7300	8.....	9000
4.....	7800	9.....	9400
		10.....	9700

MAINTENANCE CREW:

<u>Step #</u>	<u>Salary</u>	<u>Step #</u>	<u>Salary</u>
0.....	\$ 9250	2.....	\$10,050
1.....	9650	3.....	10,450

CHIEF CUSTODIAN OF SYSTEM, AND HEAD OF MAINTENANCE CREW:

<u>Step #</u>	<u>Salary</u>	<u>Step #</u>	<u>Salary</u>
0.....	\$11,450	2.....	\$11,850
1.....	11,650	3.....	12,050

HIGH SCHOOL MATRON:

<u>Step #</u>	<u>Salary</u>	<u>Step #</u>	<u>Salary</u>
0.....	\$ 4600	4.....	\$ 4800
1.....	4650	5.....	4850
2.....	4700	6.....	4900
3.....	4750	7.....	4950
		8.....	5000

THE BOARD OF EDUCATION RESERVES THE RIGHT TO WITHHOLD INDIVIDUAL SALARY INCREMENTS IN THE ABOVE GUIDE. THE SALARY INCREMENTS ARE SUBJECT TO THE RECOMMENDATION OF THE SUPERINTENDENT OF SCHOOLS AND APPROVAL BY THE BOARD OF EDUCATION.

Note: There will be no head custodians in the school buildings. Building custodians will be responsible to their Building Principals, the Superintendent of Schools, the Board Secretary, and the Chief Custodian.

NIGHT SHIFT CUSTODIANS:

Salaries for custodians who work on the night shift shall be the same as for other custodians on the same step, plus \$200 per year.

OVERTIME COMPENSATION:

For work performed over and above forty hours per week compensation will be paid at the rate of one and one-half times the custodian's hourly wage; it being understood that the custodian must be physically at work for 40 hours per week, (except on the holidays listed in No. VIII below) in order to receive overtime pay.

SALARY GUIDE FOR CUSTODIANS, cont.

OVERTIME COMPENSATION, cont:

It shall also be understood that if a custodian is asked to work on one of the holidays listed in No. VIII below, he will be compensated at the rate of one and one-half times his regular hourly rate, in addition to his regular wage for that day.

SPECIAL BENEFITS TO CUSTODIANS:

Health Insurance coverage in the State Health Benefit Plan is granted to all custodians and their dependents effective July 1, 1973.

HOLIDAYS FOR CUSTODIANS:

Custodians shall have thirteen and one-half holidays with pay each year, as follows:

- New Year's Day
- Lincoln's Birthday
- Washington's Birthday
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Election Day(National & State Elections
in November only)
- Veteran's Day
- Thanksgiving Day
- Christmas Eve
- Christmas Day
- New Year's Eve(one half day)

This Salary Guide shall become effective July 1, 1973.